"SYNOPSIS"

"Job Description and Job Satisfaction of Library Professionals Working in C.P.E. Colleges in Maharashtra State"

Submitted to

Swami Ramanand Teerth Marathwada University, Nanded

For the partial fulfilment of the requirement for the award of the degree of

Doctor of Philosophy in the subject of Library & Information Science.

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Introduction:

Library is a growing organism in the modern world of informative sciences. Library plays vital role imparting in information to everyone concerned with it, it satisfies the thrust of its intellectual reader.Present research is an attempt to explore the behavioral, social, economic, cultural factors of job satisfaction of library personnel. To define the concept "Job satisfaction", one has to classify phrase 'Job satisfaction'. It is the combination of two nouns; one is 'job' which is the phenomena or a part of human resources, management and another concept that is 'satisfaction' which has psychological interrelation.

The current study hopes aims at making some advances in rectifying the status of job satisfaction. Researcher is trying to study NAAC Accredited CPE (Colleges with Potential for Excellence) college library professional staff. Researcher would like to collect the information about their job, their problems, their demands and personal whims and dreams.

Statement of Research Problem:

'Satisfaction' is a mental process. It differs from person to person because "Every person hasits own personality." It is a rule from psychology. Job satisfaction is important thing to every institution. Productivity and quality is depending upon staff satisfaction. If library staff is not satisfied with their job, then, problems will arise in the function of library. If library staffs are satisfied in their job, they will provide qualitative services to their library users. Researcher has found the job satisfaction level of library professional staff; hence he has selected the topic, "Job Description and Job Satisfaction of Library Professionals Working in CPE (Colleges with potential for excellence) Colleges in Maharashtra State".

Review of Related Literature:

1) **Hambarde, G.K. (2011):**

   Researcher Investigated job satisfaction amongst librarians working in engineering institutes in Maharashtra State. Researcher was survey engineering and polytechnic institutions in Maharashtra State. It is found in his study that age and experience have been positively related with job satisfaction of librarians working in engineering institute. All engineering and polytechnic institutions infrastructure are well developed but they do not fulfil librarian's payment. Researcher follows the five points rating scale questions to known the level of job satisfaction of librarians.

2) **Farzana, Sultana &Bilkis Begum (2012):**

"Measuring the Job Satisfaction of Female library Professionals working in the Health Libraries in Dhaka City". This article measures the level of Job Satisfaction of female health library professionals in Dhaka City.

3) **Reddy, K. Devendra (2014):**

Present book gives detail on "Job satisfaction among library professionals." It is a research work. The study is related to know the job satisfaction level of library professionals in terms of pay and perks, promotions, nature of work, etc.

As per the official records of AICTE, New Delhi, there are 92 engineering colleges in Rayalaseema region of Andhrapradesh as on June 2009.

4) **Esakkimuthu, C. &Vellaichamy (2015):**

"Job Satisfaction among the library professionals in engineering institutes: An empirical study". In their article measure the job satisfaction among library professionals in engineering institutions in Tamilnadu state.

5) **Bellary, Ravi N. &Naik, Ramesh (2016):**

"Job Satisfaction of library and information science Professionals: An Expert's View". In this article focused on Job Satisfaction of LIS Professionals and found the expert's view on different parameters of Job Satisfaction of LIS Professionals in national and international level.

6) **Marasinghe, M.P.L.R. &Wijayaratne, Anusha (2018):**

"The Impact of gender Differences on Job Satisfaction of University Library Professionals". This article represents the influence of gender on Job Satisfaction among University library professionals in Sri Lanka.

Reason for Selection of Topic:

UGC plays vital role in the development of Higher Education in India. Improvement in quality and to promote research in Higher Education, UGC prescribes C.P.E. grade to senior colleges in India.

Library plays a significant role in improving quality of education and library professionals are responsible for offering their best services and resources. If they are satisfied with their job they will work wholeheartedly and students will get satisfied.

The present undertaken research, "Job Description and Job Satisfaction of Library Professionals Working in CPE Colleges in Maharashtra State" will help to improve library

services of CPE Colleges in Maharashtra state and to know the satisfaction level of library professional staff.

Objectives of the Study:

Following are the objectives of the present study:

1. To know the level of job satisfaction of library professional staff.
2. To know the factors affecting job satisfaction.
3. To study the attitude of the library professional staff towards their job.
4. To identify the factors which improve satisfaction level of professional staff.
5. To offer the valuable suggestions to improve the satisfaction level of library staff.
6. To know the job description of library professionals.

Hypothesis:

Study is undertaken with following Hypothesis:

1. Maximum library professional staff is satisfied with their job.
2. The library staff, working in CPE colleges is well qualified.
3. All CPE College libraries are well developed.
4. All library professionalstaff is satisfied with their salary and other allowances.
5. Library professional staff is not satisfied with job description.

Research Methodology:

Researchmethod is an essential component to start the desired research for successful achievement of the expected goals. The researcher intends the various ways to find out the facts and result or new knowledge. The process or procedure adopted by the research to undertake the research is termed as a research method. Researcher has selected survey method for the present study. The questionnaire tool has been adopted for data collection.

Importance of the Study:

Job satisfaction is a psychological process or concept. Satisfied employees are always providing good services or productivities. Library employees are playing a vital role in the library. If they are satisfied, they will provide good services to their user. Library is a knowledge centre and library employees are mediator between knowledge and user.

This research will be evaluated and analysis of (Colleges with Potential for Excellence) CPE college library employees job satisfaction level.

National Status:

"University Grant Commission" (UGC) is introduced the scheme "Colleges with Potential for Excellence" (CPE) for all India selected colleges. When UGC run the scheme "University with Potential for Excellence" (UPE) that time realized apart from Universities, there were also a number of colleges in our country found high quality in teaching and research. Then after UGC introduced"Colleges with Potential for Excellence" (CPE) scheme for colleges. During the X plan so many colleges were selected under the CPE scheme and provided additional funds to improve their teaching, research and infrastructure quality.

Standing committee will observe frame of the policy, procedures and other aspects of the scheme. Nine members are nominated by the UGC chairperson in the standing committee.

1. One Commission Member – Chairperson of the Committee
2. Two Vice Chancellor – Members
3. Five experts from different disciplines – Members
4. One UGC officer – Coordinator. (www.ugc.ac.in)

State Level Status:

Standing committee will be analysis the state wise list of colleges who applied for CPE scheme and discussion with the Expert Committee. This committee has properly examined the proposal of the college and detailed discussion with principal and his representative. After the evaluation of the college performance, strengths of college and best performing department, commission will check the college reviews.

Finally Advisory Committee will be monitoring on CPE colleges. Advisory Committee members are given below:

1. Principal of the college – Chairperson
2. Two experts (Nominated by Chairperson, UGC) – Members
3. Coordinator of the CPE/CE program of the college – Member Secretory

Advisory Committee will be arranging the meeting at least once in a year. (www.ugc.ac.in)

Scope and Limitations:

The present study covered all CPE (Colleges with Potential for Excellence) colleges situated in Maharashtra state. Who got grade from U.G.C. on or before 31 March 2020. The study is based on job description and job satisfaction level of library professional staff of these colleges.

The staff who got LIS education to perform some specific services in the libraries of an academic institution is considered as library professional staff. Designation of such LIS educated staff will be designated as Librarian, Library Assistant, Cataloguer, Classifier, Information Scientist, Documentalist, etc. Other library personnel are not considered for present study. The study is limited to CPE colleges in Maharashtra state only.

Research Design:

Chapter -1 Introduction

Chapter 2 – Review of Literature

Chapter 3 – Job Satisfaction and it's relation with library staff

Chapter 4 – Data Analysis and Interpretation

Chapter 5 - Conclusion and Suggestions

Bibliography

Appendix

Proposed Work Plan:

Sr. No.	**Nature of work**	**Proposed Period**
1.	Collection of Relevant Literature of the study	6 Months
2.	Visiting CPE College libraries in Maharashtra State & Preparation of Questionnaire	6 Months
3.	Data Collection	6 Months
4.	Data Analysis& Interpretation	6 Months
5.	Writing of Thesis	6 Months
6.	Submission	6 Months

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